DOCUMENT RESUME

ED 409 475 CE 074 460

AUTHOR	Ford, J. Kevin, Ed.; And Others
TITLE	Improving Training Effectiveness in Work Organizations. Series in Applied Psychology.
REPORT NO	ISBN-0-8058-1387-X
PUB DATE	97
NOTE	399p.
AVAILABLE FROM	Lawrence Erlbaum Associates, Inc., 10 Industrial Avenue, Mahwah, NJ 07430.
PUB TYPE	Books (010) -- Collected Works - General (020)
EDRS PRICE	Document Not Available from EDRS.
DESCRIPTORS	Adult Education; Cognitive Processes; Context Effect; Educational Environment; *Educational Practices; *Educational Research; Educational Technology; Educational Theories; Educational Trends; Epistemology; Evaluation Methods; Industrial Training; *Labor Force Development; Learning Motivation; *On the Job Training; Organizational Climate; State of the Art Reviews; Student Evaluation; Systems Approach; Task Analysis; *Theory Practice Relationship; Training Methods; Transfer of Training; Trend Analysis
IDENTIFIERS	*Training Effectiveness

ABSTRACT

This book contains 13 papers by prominent scholars in the area of training and development. The following papers are included: "Foreword" (Edwin A. Fleishman); "Preface" (J. Kevin Ford); "Advances in Training Research and Practice: An Historical Perspective" (J. Kevin Ford); "Training Design, Cognitive Theory, and Automaticity: Principles and a Methodology" (Wendy A. Rogers et al.); "Modeling Performance and Establishing Performance Criteria in Training Systems" (Michael D. Coovert, J. Philip Craiger); "Applications of Structural Knowledge Assessment to Training Evaluation" (Timothy E. Goldsmith, Kurt Kraiger); "Training as an Organizational Episode: Pretraining Influences on Training Motivation" (Timothy T. Baldwin, Richard J. Magjuka); "Unstructured Training and Development: The Role of Organizational Socialization" (Georgia T. Chao); "Employee Development: Issues in Construct Definition and Investigation of Antecedents" (Raymond A. Noe et al.); "Individual and Situational Influences in Training Motivation" (John E. Mathieu, Jennifer W. Martineau); "When Training Affects Variability: Beyond the Assessment of Mean Differences in Training Evaluation" (George M. Alliger, Steven Katzman); "A Multilevel Organizational Systems Approach for the Implementation and Transfer of Training" (Steve W. J. Kozlowski, Eduardo Salas); "Enhancing Reciprocity between Training Theory and Training Practice: Principles, Guidelines, and Specifications" (Eduardo Salas, Janis A. Cannon-Bowers, Elizabeth L. Blickensderfer); "The Unintended Organizational Consequences of Technology Training: Implications of Practice for Training Theory, Research, and Practice" (Katherine J. Klein, R. Scott Ralls); and "The Science and Practice of Training--Current Trends and Emerging Trends" (Eduardo Salas, Janis A. Cannon-Bowers, Steve W. J. Kozlowski). (MN)

****